| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0869  Responded to: 28 April 2023 |
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Your recent request for information is replicated below, together with our response.

## The total amount of money Police Scotland has paid out in a) 2020/21 b) 2021/22 and c) 2022/23 to settle i) cases of sex discrimination and ii) cases of racial discrimination made by police officers and staff.

## Clarified as: Can you tell me how much was a) spent on settlement sums and b) spent on costs (and what these costs were for)? Can you also clearly indicate how much the settlement sums came to and how much the costs came to respectively, rather than giving a combined total that doesn't distinguish between them?

In response please see the following:

|  | **Reason** | **Settlement £** | **Description** | **Costs £** | **Year** |
| --- | --- | --- | --- | --- | --- |
| 1 | Sex Discrimination and victimisation | 25,000.00 | External Solicitor | 2,053.20 | 2020/21 |
| 2 | Age, Disability and Sex Discrimination | 13,000.00 | External Solicitor | 18,252.00 | 2020/21 |
| 3 | Age and Sex discrimination | 600.00 | External Solicitor | 2,293.92 | 2020/21 |
| 4 | Part-Time Workers (Less Favourable Treatment) | 16,801.60 | External Solicitor | 17,735.79 | 2021/22 |
| 5 | Sex Discrimination | 5,000.00 | External Solicitor | 1,790.40 | 2021/22 |
| 6 | Sex Discrimination | 40,000.00 | External Solicitor | 40,611.20 | 2021/22 |
| 7 | Sex Discrimination | 25,000.00 | Combined with claim 6 | | 2021/22 |
| 8 | Sex Discrimination | 40,000.00 | Combined with claim 6 | | 2021/22 |
| 9 | Sex Discrimination | 25,000.00 | Combined with claim 6 | | 2021/22 |
| 10 | Sex Discrimination | 25,000.00 | Combined with claim 6 | | 2021/22 |
| 11 | Disability, Sex and Race Discrimination | 5,000.00 | n/a | NIL | 2022/23 |
| 12 | Disability and Sex Discrimination | 11,000.00 | n/a | NIL | 2022/23 |
| 13 | Sex Discrimination | 947,909.07 | External Solicitor | 165,479.37 | 2022/23 |
| 14 | Sex and Disability Discrimination | 8,000.00 | n/a | NIL | 2022/23 |
| 15 | Sex Discrimination | 27,500.00 | n/a | NIL | 2022/23 |

If you require any further assistance please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.